



SPRING 2023 NEWSLETTER

PRESIDENT'S MESSAGE



DR. SUDHA K. HALEY

Dear Maryland Federation Members,

It has been my great honor and privilege to serve you as your Federation President. We had such a glorious Federation Board meeting on February 7, with our distinguished NARFE National President Shackelford (who asked me to serve on his Advisory Council); our own Maryland Lt. Governor Aruna Miller; and the Maryland Secretary of Veterans Affairs Anthony Woods joining us.

To recapitulate my service to NARFE, when I joined as an Active member, I connected with Federation leaders, to recruit Active members, and was called a “Trail Blazer,” in the National NARFE Insider article. Since my first appointment as Federation Officer to Chair the Federal Legislative Committee, and later elected 1st Vice President and then President, I have surrounded myself with my Team of creative, resourceful, empathetic, and enterprising officers with integrity, good judgment and insights. Together, we have expanded coalition partnerships and built bonds with our Lawmakers on Capitol Hill and in Annapolis, to support our Mission.

Throughout my tenure as Vice President and President, I have initiated and delivered countless innovative Programs and Projects, copied by Federation Presidents across the United States. For example, the creation and publication of *Profiles in Civil Service*; Lawmakers’ Candidate Forums; Crusades to Capitol Hill; NARFE Corps of Volunteers; and much more. I also initiated subsidizing our hardworking Chapter Officers’ Registration fees to Regional and National Conferences. With my Team, we have brought topmost Congressional, State and Regional Leadership to speak to our Officers and Members at Meetings and Conferences.

My tireless, effective service as your Maryland Federation President is a powerful testament to my dedication to NARFE and our Maryland Federation. As I leave you, on February 28, 2023, in the capable hands of our First Vice President Edward Holland, I pray that our Maryland Federation continues to Shine among National Federations.

Blessings and Warmest Regards, *Sudha K. Haley, Ph.D.*

*****INDEX OF ARTICLES *****

Page 1 President's Message	Page 8 Region II Report	Page 14 Candidate Statements
Page 2 Index of Articles	Page 9 Treasurer's Report	Page 17 Ocean City Conference
Page 2 First VP Report	Page 10 Alzheimer's Report	Page 18 Your NARFE
Page 2 Federal Leg Committee	Page 11 FEEA Report	Page 18 Around Federation
Page 6 State Leg Committee Report	Page 12 Secretary's Report	Page 22 Alzheimer's Event
Page 7 MDNARFE-PAC Report	Page 13 Election 2023	Page 23 Fed Directory
		Page 24 Calendar

FIRST VICE PRESIDENT'S REPORT



Edward Holland

First Vice President / Federal Legislative Chair / NARFE-PAC Coordinator

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I hope that you had an enjoyable winter. Serving you as a NARFE MD officer is made easier by being surrounded by wonderful partners such as: Larry Walton, Dr. Sudha Haley, Boyd Loflin, Pat Farmer, Stu Sklamm, and Virginia Bender. If we were in an office, it would be a pleasure coming into work.

Federal Legislative Chair

As the Federal Legislative Chair, I will work with Senatorial Leaders, Congressional District Leaders, and chapter legislative chairs to make sure they have the resources necessary to be successful. The goal will be to develop a strong connection between the FLC Chair and the two (2) Senate Leaders and the eight (8) Congressional District Leaders. Unlike some of our positions, the FLC Chair's responsibilities can be found in a NARFE National guide. In addition, I have been made a NARFE-PAC 'fundraiser event' approval official. You will be pleased to know that we have a robust budget.

Having mentioned the above, the NARFE MD Federation updated its reimbursement policy to include SLs, the FLC Vice Chair, and the SLC Vice Chair. The Federation encourages members of the FLC and other interested Chapter Legislative Officers to attend the important and informative National Legislative Training Conference (LEGcon) held each year. The Federation Treasurer and/or Assistant Treasurer shall ensure that the Chapter Legislative Officers interested in attending LEGcon have obtained the Federation President's and the FLC Chair's approval. The Federation will reimburse the Registration fee and lesser of (1) mileage at the rate of 65.5 cents per mile plus parking, or (2) the cost of a one-night's stay at a hotel.

In speaking with NARFE National, the Social Security Fairness Act was reintroduced by Rep. Garrett Graves, R-LA. We've been working to grow the number of cosponsors on the bill, and it has already reached 128. The goal is 290 again. We are also introducing the WEP/GPO issue to new members of Congress to get them as cosponsors. We're working on getting some important bills reintroduced, including the Equal COLA Act. That bill would make the annual FERS COLA the same as those for CSRS and Social Security. We've been told that it should be reintroduced soon. National Only Members living in MD: 644 members contributed \$42,737.00, with seven sustainers. MD Federation Chapter Members: 754 members contributed \$69,482.33, with 19 sustainers. The Western Montgomery County chapter contributed the most, followed closely by the Aspen Hill chapter.

When visiting members of Congress, factsheets to provide to the members and staff are Advocacy State-by-State / America's Federal Family at a Glance / The Federal Family at a Glance Civil Service COLA History / Federal Employee Pay Adjustments / State-by-State Impact of the Windfall Elimination Provision / Debt Limit Frequently Asked Questions / U.S. Postal Service Reform Fact Sheet and Frequently Asked Questions.

As our Representative to the Fraternal Order of Police and FLC Chair, I held a teleconference with the Federal Officers' Coalition President as it pertained to WEP/GPO on February 6. During this timeframe was the FOP National "Day on the Hill" to discuss WEP/GPO with various Congressional leaders. This was made easier by my being the 9,000 member DC Fraternal Order of Police Lodge #1's Legislative Chair. The Federal Officers' Coalition President is also the 2nd Vice FOP California State. NARFE and FOP are partners in WEP/GOP repeal. I enjoyed participating in the NARFE National Advocacy in the 118th Congress on February 15, 2023.

NARFE's virtual LEGcon23 is scheduled for June 20-22.

NARFE-PAC Coordinator

Goodness knows I enjoy being your NARFE-PAC Coordinator! Fundraising at the Federation and Chapter levels is an integral source of contributions for NARFE-PAC. Headquarters follows a consultative process prior to making PAC contributions to candidates. A key component of NARFE-PAC's agenda is sending NARFE members to in-district fundraisers to strengthen relationships with Congressional candidates.

Maryland State Legislative Director – Montford Point Marines of America

As the NARFE MD legislative representative to the Montford Point Marines of America, I submitted over 30 legislative letters to various Maryland Senators and Delegates to support proposed legislation of benefit to our members.

Budget Officer

At the NARFE MD February 7 Board Meeting, the Board approved the 2023 budget I presented to them. The 2023 budget is set at \$66,900.00.

Director, Program

During legislative session in Maryland, it is difficult to pull political leaders from Annapolis. No matter. For the February 7 Board Meeting, your directorate secured: Lt. Governor Aruna Miller, NARFE National President William Shackelford, and Maryland Secretary of Veterans Affairs Anthony Woods.

Director, Public Relations

We recently met with KO Public Affairs based in Baltimore. They have agreed to take us on as a pro bono patron in dealing with the Maryland General Assembly.

Director, Veterans Affairs

After consulting NARFE National and the NARFE MD Parliamentarian, NARFE MD President Dr. Sudha Haley approved our Veterans Affairs Directorate on January 25, 2023. There are approximately 3,100 Veterans who are NARFE MD members. The goal is to serve as a legislative voice representing our veterans in Maryland.

At the NARFE MD February 7 Board Meeting, the Board approved the creation of the Directorate. The makeup of the Directorate: Edward Holland, Director (1972) / Deputy Directors – Tiffany Daniel (1260); James Wade (1972); and Lawrence Walton (2274). Already, the Directorate has been working on behalf of our veterans. To that point, we are close to being voted into joining the Maryland legislative behemoth known as the Maryland Military Coalition (MMC). The MMC consists of 19 veterans' organizations in Maryland. The meetings listed below were attended in the capacity of a NARFE MD Veterans Affairs officer:

- January 25 – **Tiffany Daniel** participated in a Blue Star Families Reading at the Lexington Park Library.
- January 26 – **Tiffany Daniel** presided over a mental health first aid course in Baltimore.
- February 6 – **Ed Holland, Tiffany Daniel, and Larry Walton** engaged in a virtual AARP Veterans Group meeting.
- February 9 – **Ed Holland** participated in a virtual Maryland Military Coalition meeting.
- February 11 – **Larry Walton** attended the Honor Flight Network Annual Summit. This event was held at the Hilton Baltimore BWI Airport, in Linthicum Heights. BACKGROUND: The mission of the Honor Flight is to celebrate America's veterans by inviting them to share in a day of honor at our nation's memorials.
- February 11 – **Ed Holland** participated in a Veterans of Foreign Wars meeting in Charles County.
- February 13 – **Tiffany Daniel** participated in a virtual Veteran Suicide Prevention Coalition Meeting.
- February 13 – **Ed Holland** briefed the Program Director of the MD Department of Veterans Affairs on the Directorate.
- February 14 – **James Wade** participated in a meeting with the Maryland Joint Veterans Committee.
- February 18 – **Larry Walton** attended the National Association for Black Veterans Annual Buffalo Soldiers Banquet, which was held at Morgan State University in Baltimore.
- February 18 – **Tiffany Daniel** presided over a virtual Veteran Yoga Project, Maryland Team Meet & Greet.
- February 22 – **Ed Holland** gave a PowerPoint presentation to the Department of Defense's South Potomac Community Relations Council on the Veterans Affairs Directorate. The Council's meeting was held at the Swan Point Country Club in Charles County. Afterwards, numerous DoD civilians met with **Ed Holland** to inquire about NARFE membership.

- February 24 – **Tiffany Daniel** participated in Mental Health Awareness at the VFW DC National Office.
- March 2 – **James Wade** participated in a Maryland Military Coalition meeting in Annapolis.

Although the Directorate is the baby of the bunch, it's already been punching above its weight. It is already considered a **'purple'** entity - meaning that the various persons and counties work well together. Through meetings and events, the below-listed organizations are aware of the Directorate's existence:

U.S. Department of Veterans Affairs / Maryland Department of Veterans Affairs / Maryland Military Coalition / South Potomac Community Relations Council / Joint Veterans Committee of Maryland / Charles County Military Alliance Council / Montford Point Marines of America / Charles County Chamber of Commerce / AARP Veterans Group / and the Fraternal Order of Police (National, MD, & DC).

POSITIONS UNDER 1st VICE PRESIDENT

At the NARFE MD February 7 Board Meeting, a few members told me that I should try to hand off a few of my positions. To that I agreed and offered to do so at the meeting with no takers. Except for Budget Officer and Veterans Affairs Director, all the positions were assigned to me by then-NARFE MD President Dr. Gary Roundtree with the concurrence of the NARFE MD Executive Committee and the full Board. Again, I thank Gary for giving me the opportunity to grow in NARFE MD.

NARFE MD PRESIDENT DR. SUDHA HALEY

As of this writing, it appears that Sudha is resigning from her position as NARFE MD President. If she sticks to her guns, I want to thank her for her many years of service to NARFE MD. She will be missed.

NARFE NATIONAL

I am honored to have been appointed to the NARFE National Strategic Planning and Bylaws Committees. Without a doubt, these two positions will give us a voice at National.

THANK YOU, FAMILY!

It may sound corny, but I will continue to say that NARFE MD is my second family. Family – I have years of experience overseeing legislative matters and enjoy doing so. Plus, you may have noticed that I've no problem being a multi-tasker. Therefore, this serves to inform you that I will be seeking to stay in the position of 1st Vice President of NARFE MD. I hope that I have proven worthy of your support and ask for your vote.

CONGRATULATIONS

*To **Sue Neri**, Chapter 1734 Howard County, who has won the NARFE Calendar Photography Contest for the second year in a row. Sue's Halloween photo will be on the NARFE 2024 Calendar for the month of October.*



STATE LEGISLATIVE COMMITTEE (SLC) REPORT

Paul Schwartz

State Legislative Committee Chair

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The 2023 Maryland State Legislature session began January 11th and is in full bloom and NARFE's State Legislation Committee has been active fighting for senior friendly legislation. We have testified in support of a whole host of bills in support of our senior population as well as Marylanders in general. To date, we have testified before the Senate Budget & Taxation Committee, the Senate Finance Committee, the House Ways & Means Committee and the House Health & Government Operations Committee on several bills focusing on tax relief, long term care incentives and pharmaceutical pricing. These bills include:

- SB 207 - Octogenarian Credit - tax exemption for 80-year-old and older
- SB 137/HB 160 - Credit for Long term Care Premiums - tax credit if purchased LTC before 2005
- HB 125 and HB 195 - Subtraction Modification Retirement Income - Expands definition of Qualified Retirement Plans.
- HB 279/SB 202 - Prescription Drug Affordability Board - provides funding to support the board.
- SB 319 – Diamond Income Tax Reduction Act, which will provide tax relief for the first \$100,000 of income for those of us at least 75 years of age.

In the weeks ahead, we will continue to testify in support of legislation that is important to you. In the next two weeks, I am scheduled to testify in support of:

- House Bill 647 - decoupling federal tax returns from state tax returns.
- House Bill 1185 - extending the one-time tax credit for the purchase of Long-Term Care Insurance to an annual credit.
- Senate Bill 461 - the Retirement Tax Elimination Act of 2023

Go to the State Legislation Page on the MD NARFE webpage to see how to reach your legislators to show support for these bills.

Our advocacy efforts will continue throughout the session, which will conclude in April as we, at the State Legislation Committee, are committed to ensuring that “no senior is left behind,” especially not left behind in tax friendly states like Delaware and Pennsylvania.

MDNARFE-PAC REPORT



Bob Doyle

**MDNARFE-PAC Treasurer
and Coordinator**

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As you all know, the MDNARFE-PAC, through the Federation's State Legislative Committee (SLC), works for legislation beneficial to seniors by raising and spending money to elect members of the Maryland General Assembly who support our legislative program. Contributions to MDNARFE-PAC also help our SLC build strong relationships with Maryland lawmakers, a key component to winning legislative fights.

Your MDNARFE-PAC contributions allow members of the SLC and other NARFE Chapter members to attend fundraisers for Maryland candidates. For these fundraisers, our first aim is to engage with members who serve on the Committees that handle the tax credit and tax relief bills we work for, which are the Senate Budget and Tax Committee and the House Ways and Means Committee. We do, however, reach out, as widely as possible, to other Members not on these Committees to garner support for our goals.

Before the 2023 MD General Assembly Session started in January, members of the SLC attended fundraisers for the following legislators:

- Senator Kathy Klausmeier, (D) (District 8, Baltimore County)
- Delegate Shaneka Henson (D), (District 30A, Anne Arundel County)
- Senator Melony Griffith (D) (District 25, Prince George's County)
- Senator Guy Guzzone (D) (District 13, Howard County)
- House Speaker Adrienne Jones (D) (District 10, Baltimore County)
- Senator Mary Beth Carozza (R) (District 38, Somerset, Wicomico & Worcester Counties)
- Delegate Vanessa Atterbeary (D) (District 13, Howard County)

Most of these legislators are members (including the Chairs) of the Senate Budget and Taxation Committee, and the House Ways and Means Committee.

As the 2023 Session is now ongoing, there will be no fundraisers until the session concludes because the Legislators are prohibited by state law from fundraising while the General Assembly is in session. During the session, the SLC is actively engaged in monitoring proposed legislation and testifying in support of bills, which address our legislative goals, such as senior income tax reductions. Long Term Care Tax Credits, and the other issues outlined in our 2023 Legislative Program found at

<https://mdnarfe.org/the-maryland-federation/committees/legislative-state/> Members of the SLC testified on eleven

different bills this session.

I appreciate the contributions from many members who donated to the MDNARFE-PAC during the election year in 2022, including great results at our two in-person Board meetings in Bowie. At the February 2023 Board Meeting in Bowie, we received another \$270 in additional contributions. After the session concludes, the MD legislators traditionally have summer fundraisers, and your contributions will help us here.

While our next Board meeting is several months away, please communicate to your Chapter membership that they can make an investment in advancing progressive senior legislation in Maryland by supporting MDNARFE-PAC today! (Note –MDNARFE-PAC contributions are **not** tax-deductible for Federal or state tax purposes. Further, contributions to MDNARFE-PAC must be made **only** by individual members, and **not** by Chapters using Chapter funds.) Members should make checks payable to: **MDNARFE-PAC**, and mail to:

Robert Doyle, Treasurer, MDNARFE-PAC, 4226 Carvel Lane, Edgewater, MD 21037

REGION II VICE PRESIDENT REPORT



Larry Walton

Region II Vice President

lrwalto@yahoo.com

There is no Region II Vice President's Report for this Spring 2023 Maryland Federation Newsletter.

Region II Vice President Larry Walton thanks all for their well wishes after the death of his brother Dennis.

ELECTION 2023 ~ VOTE!

The voting for the contested First Vice President position will run from March 26 through April 15. Candidate Statements will be on the Federation website and in this Newsletter. The Federation Secretary will send out the Ballot to all Maryland members by NARFE Email System (NES) or postal mail. Please exercise your right to VOTE!

TREASURER'S REPORT



Stuart Sklamm, Treasurer, srsklamm@msn.com

NARFE MARYLAND FEDERATION FINANCIAL REPORT AS OF JANUARY 31, 2023

The Bank of America savings account balance as of 1/31/23 was \$109,023.38 and the Bank of America checking account balance as of 1/31/23 was \$19,269.30. We also have a \$10,000 certificate of deposit with Sandy Spring Bank.

NARFE MARYLAND FEDERATION

TREASURERS REPORT FOR THE PERIOD COVERING 1/1/23 – 1/31/23

DESCRIPTION	AMOUNT BUDGETED	ACTUAL AMOUNT	DIFFERENCE (+OR-)
INCOME			
Chapter Per Capita Tax	2500	595	1905
February Board Meeting	2000		2000
Federation Biennial Conference	3000		3000
Interest from Savings and CD	50	4	46
NARFE National 10% Remittance	40000	3166	36834
October Board Meeting	2000		2000
TOTAL	49550	3765	45785
EXPENSES			
Presidents Budget	2000		2000
President's Administration	4000	83	3917
Federation President's Meeting	4400		4400
President's Chapter Assistance	1000		1000
Federation Executive Committee	1000		1000
Region II Training Academy	3000	100	2900
Biennial Conference Planning	2000		2000
Biennial Conference	17000		17000
1st Vice President	1000		1000
2nd Vice President	1000		1000
Secretary Stipend	1200		1200
Production Mgr. Editor&Distribution Mgr.	4600	654	3946
Newsletter Editor Stipend	2000		2000
October Board Meeting	2000		2000
Treasurer	1000		1000
February Board Meeting	5000	82	4918
FLC Chair	3000		3000
FLC LEGCON	3000		3000
Membership Chair	2000		2000
October Board Meeting	5000		5000
SLC Chair	2000	101	1899
Program Director	2000	502	1498
Public Relations Director	1500		1500
Website and ZOOM	500	183	317
TOTAL	71200	1505	69695
SURPLUS (DEFICIT)	21650	2260	23910

FEDERATION ALZHEIMER'S REPORT



Virginia Bender

MD Federation Alzheimer's Coordinator

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854 Tern Ln. Apt. 204, Salisbury, MD 21804

New IDEAS Study

Diversity in clinical trials is vital. We must ensure that regardless of race, ethnicity, age or gender, new Alzheimer's treatments are safe and effective for everybody. [New IDEAS](#) is a study from the Alzheimer's Association and the American College of Radiology on [mild cognitive impairment](#) (MCI) and [dementia](#).

At least 4,000 of the projected 7,000 New IDEAS participants will be Black or African American and Hispanic or Latino. Historically, Blacks and Hispanics haven't been represented fully in Alzheimer's and dementia clinical studies. This study seeks to ensure that the results represent all racial and ethnic groups. The Alzheimer's Association will share the results with the Alzheimer's research community so that other researchers and clinicians can use these findings. The research study will examine brain amyloid positron emission tomography (PET) scans in diverse populations with mild cognitive impairment (MCI) and dementia. For more information, go to <https://www.ideas-study.org/>

Directed by Alzheimer's Association

Advised by Centers for Medicare and Medicaid Services [Facts and Figures](#)

- **Fewer than 1 in 5 Americans** are familiar with mild cognitive impairment (MCI).
- About one-third of people with MCI due to Alzheimer's disease develop dementia **within 5 years**.
- Almost two-thirds of Americans with Alzheimer's are women.
- Older Black Americans are about twice as likely to have Alzheimer's or other dementias as older Whites.
- Older Hispanics are about one and one-half times as likely to have Alzheimer's or other dementias as older Whites.

For the latest information, go to www.ALZ.org. Click on Research, Research and Progress.

FEDERAL EMPLOYEE AND EDUCATION ASSISTANCE (FEEA) REPORT



Eleanor Kaul EEKaul@comcast.net 410-896-4354

*Coordinator, Federal Employee and
Education Assistance – Scholarships and
Disaster Fund*

NARFE Scholarship
Awards or Disaster Fund
c/o FEEA
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Alexandria, VA 22314

The 2023 Federal Employee and Education Assistance (FEAA) Scholarship Program is open to high school seniors of children, grandchildren, and great-grandchildren of NARFE members. One \$1,000 scholarship is awarded in each Region. The form and information are available online at scholarship@narfe.org. The 2023 deadline is March 16, 2023, at 3:00 p.m. EDT. The FEEA website has a 10-minute webinar regarding application process, a guide to scholarships and more.

There have been eight scholarship winners in Maryland, since 2014. At the May 2019 Conference \$600 with \$150 to each of two winners and \$300 to FEEA was raised. At the 2021 Conference \$650 was raised. Over the last six years, we have donated \$3,165 for FEEA scholarships via our raffles. FEEA is 501(c)3 and donations are tax-deductible.

I have chaired the FEEA Committee since 2014; I am now 84 years young and no longer want to be chair. I have all the information and materials for the raffles to pass on to my successor. Will someone step up and be chair?





Patricia Farmer, Secretary

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SECRETARY'S REPORT

The months leading up to May, have been very busy for me, especially with NARFE/MD: preparing the Official Call Letter for the 46th Biennial Conference May 1 and 2 in Ocean City; preparing the ballot for the election; working with the Ballot and Teller to ensure they have everything they need for tallying the votes; preparing emails for Candidate Statements and the Ballot, which will go out separately by NES (NARFE EMAIL System); ensuring we have a plan for the postal mailing of the ballot to members who don't have email addresses; and serving on the Biennial Conference Planning Committee. Then, there is the Federation Spring Newsletter production underway at the same time. You can see why I need all those hands pictured in the graphic above!

As the Maryland Federation's liaison/representative to the Maryland Gerontological Association, my work has picked up now that we are re-energizing the Association after COVID. We have gained new board members, and have already presented two programs this year: one on Ethics in Dealing with Medically and Socially Complex Older Adults, using actual case studies, and the other "Courageous Conversations." This topic taught attendees how to start and have a difficult conversation on such topics as an older adult needing to move from their home; convincing a loved one that should no longer be driving; or discussing Hospice Care with a loved one.

Planning is going well for the MGA 38th Annual Conference, scheduled for Tuesday, May 23, 2023, at the Meeting House in Columbia. The title is: **"Is It More Than the Blues? Mental Health and Aging."** We are in the process of soliciting Sponsors and Exhibitors. Highlights of the 2023 Conference include: Keynote Speaker: **Dr. Cynthia Fields**, Geriatric neuropsychiatrist, The Johns Hopkins University, Department of Psychiatry ~ Remarks from Maryland Secretary of Aging, **Carmel Rogues** ~ Sessions that highlight late-onset mental health conditions, trauma-informed care, resilience, addiction and breaking down systemic barriers. Since we are regrouping this year, dues are free in 2023. If you have questions, ask me or email info@maryland-mga.org. I will let you know when registration for the Conference opens.

I have been the Vice President for Administration on the MGA Executive Committee for many years. As part of our regrouping, we will hold election of officers soon. At that time, I plan to step down as Admin VP to give the opportunity for younger professionals in the field of Aging to run, but I do plan to stay on as an MGA Board member, representing NARFE/MD.

BIG THANK YOU

To P. A. Jeffries, Nominating Committee Chair, and her Committee Virginia Bender, Dr. Bruce Fowler, Charles Garfinkel, and Melinda Scott for their service on this important committee.

ELECTION 2023

The Nominating Committee submits the following candidates. Each is ready, willing, and qualified to serve in the positions shown:

President: Dr. Gary Roundtree
1st VP: Mr. Ed Reed & Mr. Edward Holland
Treasurer: Mr. Stu Sklamm
Secretary: Ms. Melody Kebe

Respectfully submitted,
Ms. Virginia Bender
Dr. Bruce Fowler
Mr. Charlie Garfinkel
Ms. Melinda Scott
Ms. P.A. Jeffries, Chairperson

There is no candidate for Second Vice President.

The Maryland Federation of NARFE Bylaws state that if there is no opposition for an office, nominees for office will be elected by acclamation. Since the First Vice President position is contested, a ballot will be sent to all members in Maryland by email or postal mail. Once the votes for this contested office are counted, the final slate of officers will be announced on April 30 and the officers for 2023-2025 will be installed on May 1, 2023, at the Biennial Conference in Ocean City.

We will only vote on the contested position of First Vice President. The voting for this office will run from March 26 through April 15. Instructions will be on the Ballot you will receive from the Federation Secretary by email or postal mail.

Please review the candidate statements for First Vice President (**provided in alphabetical order below**) before you vote. The Candidate Statements can also be found on the Maryland Federation website at the following URL: www.mdnarfe.org/the-maryland-federation/election-2023/. The Candidate Statements for First Vice President will be sent by postal mail to those who don't have Email addresses.

EVERY VOTE COUNTS!

**Candidate Statement
for
Edward Holland, Nominee for First Vice President of the Maryland Federation of NARFE**

“Looking to NARFE MD Future – Continuing to Respect Its Past as Your Pupil”

I am asking for your vote to remain in the high office of **NARFE MD 1st Vice President**. Why do I ask for your support to continue as your 1st Vice President? Not too long ago, a predecessor had an opportunity to move into the demanding position of 1st Vice President and declined to do so forcing NARFE MD into an unnecessary election for the spot of 2nd Vice President. Thanks to you I was elected 2nd Vice President. After this contested election, Dr. Gary Roundtree was elected to NARFE Region II Vice President and Dr. Sudha Haley, pursuant to our Bylaws, moved to NARFE MD President. When called upon to move into the 1st Vice President position, I did not hesitate my call to duty. There is no doubt that I truly enjoy overseeing legislative matters. Besides overseeing NARFE MD’s legislative efforts, I have been fortunate to manage legislative efforts for other like-minded organizations.

INTERACTION WITH A FELLOW NARFE MD LEGISLATIVE LEADER: State Legislative Chair Paul Schwartz: "Having extensively served as Chair of MD NARFE's State legislation Committee for some eight years, I have interacted with Ed Holland quite extensively on legislative issues at both the state and federal levels. I have found that interaction and coordination to be invaluable. As the First VP position is so directly related to legislation, I welcome the opportunity to continue to work with Ed Holland on legislative issues at both the federal and state levels."

JUGGLING DUTIES AND RESPONSIBILITIES: At the NARFE MD February 7 Board Meeting, a few members told me that I should try to hand off a few of my positions listed below. To that, I agreed and offered to do so at the meeting with no takers. Except for Budget Officer, Veterans Affairs Director, and NARFE MD Biennial Planning Committee Member, all the appointed positions were assigned to me by then-NARFE MD President Dr. Gary Roundtree with the concurrence of the NARFE MD Executive Committee and the full Board. I thank Gary and the Board for giving me the opportunity to grow in NARFE MD.

POSITIONS HELD IN NARFE NATIONAL, MARYLAND FEDERATION & CHAPTER: NARFE National Member, Bylaws Committee; NARFE National Member, Strategic Planning Committee; NARFE MD Interim President; NARFE MD Federal Legislative Chair; NARFE MD Budget Officer; NARFE MD Program Director; NARFE MD Public Relations Director; NARFE MD Congressional District Leader #4; NARFE MD Veterans Affairs Director; NARFE MD Biennial Planning Committee Member; NARFE MD Equity Committee Chair; NARFE MD Representative to MD/DC Alliance for Retired Americans; NARFE MD Representative to the Fraternal Order of Police; Chapter 1972 Waldorf-La Plata President (*Current*); Chapter Public Relations Chair (*Current*); Past NARFE MD 2nd Vice President; Past Chapter 1972 2nd Vice President; and Past Chapter 1972 Program Chair.

OTHER RELATED ORGANIZATIONAL ACTIVITIES:

President, Board of Directors, HOA (13th Year as leader) – The elected board of directors is charged with supporting the needs of nearly 150 wooded single-family homes located near the junction of Routes 228 and 229 in Charles County, Maryland. The board president is elected by his peers and oversees day-to-day operation of the self-managed community, working with a part-time board specialist. The association’s board specialist, legal counsel, and committee chairs report to the board president.

Senior Vice Commander and Youth Scholarship Chair Post 7461, Department of Maryland, Veterans of Foreign Wars (11th Year as leader) – The VFW mission is to “honor the dead by helping the living” through veterans’ service, community service, national security, and a strong national defense. Post 7461 was suspended and in the process of being closed. Under this commander, the post was taken out of suspension and is now a thriving post in the Department of Maryland. Many of our post officers hold positions at the state and regional level.

Pastoral Council Chair/Cantor-Lead Tenor (5th Year as leader) - St. Joseph’s Catholic Church, Pomfret – According to the parish front office, I am the longest-serving elected parish council leader of this historical church that was founded in 1763 and has

approximately 750 families. Duties include fundraising and overseeing the current church's nearly \$1M expansion. After a two-year hiatus, Pastor requested my return to take back the reigns of the Council.

Member at Large, Military Alliance Council, Charles County (4th Year as leader) – There are seven military alliances positioned throughout Maryland. The Charles County Military Alliance Council was established in 2015 by the Charles County Chamber of Commerce to serve as a liaison between the defense and civilian communities in recognition of the important role the defense industry and the military play in the quality of life for our citizens, as well as our local economy.

DC Fraternal Order of Police (FOP) Lodge #1 Chair, Legislative Committee (3rd Year as leader) – Serve as the Lodge's representative as it pertains to legislative issues for nearly 9,000 sworn members. For February's "Day on the Hill" met with several Federal legislative offices. In addition, authorized to interact with D.C. City Councilpersons and their staff. On Feb. 6, I held a teleconference with a National FOP representative to discuss WEP/GPO a few hours before a NARFE MD Executive Committee Meeting.

DC FOP Lodge #1 Chair, Veterans Committee (3rd Year as leader) – Serve as the Lodge's representative as it pertains to veteran issues for nearly 9,000 sworn members.

Director & Chair, Military/Veterans/Public Safety Subcommittee, Legislative Committee, Charles County Chamber of Commerce (3rd Year as leader) – With the approval of Chapter 1972, was elected to a contested seat on the Chamber's board of directors. Taking this seat has informed the public of NARFE, resulting in an increase in the chapter's membership. In addition, I oversee the Chamber's efforts as it pertains to the Maryland General Assembly's proposed legislation affecting active-duty military personnel, veterans, active and retired public safety personnel.

Maryland State Legislative Director, Montford Point Marines of America (MPAM) (2nd Year as leader) – African Americans were the last ethnic group to be admitted to the U.S. Marine Corps. Rather than allow them to train with all Marine recruits, the Corps assigned them to a second-class facility ... Montford Point. As an MPAM representative to the Maryland Military Coalition, I routinely interact with Maryland elected officials and their staff.

Board Member, Architectural Review Committee (2nd Year as leader) – Serve on a four-person committee charged with the approval or disapproval of routine to complex home improvements in a shore community with over 4,000 homes located in Southern Maryland.

Past Chair, Education Committee, Charles County Branch NAACP (2 Years as leader) – With chapter president, met with Charles County Public Schools superintendent and central office senior staff to discuss strategy for monitoring the suspension rates of ethnic minority students. Worked with senior CCPS staff to ensure fair testing for all Charles County students.

Past Chair, Ethics Panel, Charles County Public Schools (4 Years as leader) – Board-appointed committee members were charged with reviewing and making recommendations on ethics complaints. The committee chair is elected by his peers. Oversaw ethics complaints filed against individuals employed by or affiliated with the school system. The panel was empowered to interact with senior staff and hired independent counsel who reported directly to the ethics chair.

WHY I WANT TO SERVE AS AN OFFICER IN THE MARYLAND FEDERATION OF NARFE: As the 1st Vice President of the Maryland Federation, I truly enjoy the legislative process. Having presided over numerous legislative operations, nothing compares to working with friends in NARFE MD. Even before becoming 1st VP, I served and continue to serve as the NARFE MD Federal Legislative Chair. There is nothing like schmoozing with Congressional leaders and their aides. Surely, all appreciate engaging with their member of Congress. I continue to have fun with NARFE MD's legislative process, so there is no reason to move out of this role. Hopefully you will agree to keep me in this position.

ADDITIONAL LEADERSHIP AND MANAGEMENT EXPERIENCE:

Retired Unit Chief/Supervisory Special Agent, Bureau of Industry and Security, U.S. Department of Commerce (15 Years as leader) – Managed special agents, intelligence analysts, and support staff in overseas and domestic offices throughout nine

states in the U.S. Presided over complex nuclear, biological, and chemical investigations simultaneously in the different states. Served as the agency's deciding official to four State Department interdiction working groups requiring significant international travel. Oversaw staff that prepared Congressional 'Red Books' and briefed political appointees for hearings on Capitol Hill. Requested and managed a multi-million-dollar budget. Served as the agency's deciding official to the U.S. Attorney's Office for the District of Columbia.

Former Marine Corps Platoon Sergeant (6 Years as leader) – Led my women and men honorably in a combat-theater. Although forced to perform the duties of an infantryman, I was by trade a utilities chief. So, in addition to overseeing the securing of numerous prisoners of war, I oversaw reverse osmosis, maintaining electrical supply, issuance of weapons, 'on spot' attention to grievances, assistant intelligence officer, etc., all before my 23rd birthday.

COMMENTS: When I first saw a recruitment poster, I had a calling to serve this great Nation as a U.S. Marine. Years later, I bumped into my first NARFE mentor then-Chapter 1972 President Neil McGrath – whilst grabbing a hotdog at the Charles County Fair. I heard Neil say that he needed a few good men/women. I've been hooked ever since and took Neil's place as chapter president. Without a doubt, NARFE MD is my second family. I still have much to learn. Let me to continue to grow under your tutelage.

~~~~~

**Candidate Statement**  
**for**  
**Ed Reed, Nominee for First Vice President of the Maryland Federation of NARFE**

A member of Hagerstown Chapter 306, I have served as Chapter President or Co-President for six years, Chapter Membership Chair and Chapter Legislative Officer.

At the Federation level, I was elected Second Vice President / Membership Director, serving in this capacity as a team member of the Federation Executive Committee and Board. Among my volunteer Federation activities are member of State Legislation Committee (SLC), Federation Biennial Conference Planning Committee, Ex-Officio on Bylaws and Resolutions Committee, and Assistant Sergeant at Arms at Board Meetings. I faithfully attended all Maryland Federation Executive Committee and Board Meetings, Mini-Conferences, Biennial Conferences, and Candidate Forums.

At the National NARFE level, I have over 10 years regular attendance at National Conferences (FEDcon) and Legislative Training Conferences (LEGcon). I served on the NARFE National Building Committee and participated in many Region II Training Academies in York, Pa.

My goal, if elected, is Legislation, primarily publicizing just what our Maryland Federation is accomplishing, on its level and especially the individual Chapter level, which we don't hear enough about. We, as a Federation, need to inform NARFE HQS, just what each Chapter has accomplished in their Legislative Advocacy actions on a regular basis, especially after each Board Meeting. To this end, I will work closely with the Chapter Presidents in getting the Chapter Legislative Chairs involved in federal and state legislative initiatives and to require them to report their legislative activities at the local chapter level to me. For federal legislation, I will work closely with the Senate Leaders (SLs) and Congressional District Leaders (CDLs) to ensure that we meet NARFE's Federal Legislative goals. I will also work closely with the State Legislative Chair and the Committee to lobby the Maryland Senators and Delegates to pass Legislation beneficial to all retirees in Maryland. Through my service on the State Legislative Committee and attendance at the Federal Legislative Conferences, I have gained valuable knowledge and experience that I will put to good use as the First Vice President and Legislative Director.

My leadership and management experience began during the Vietnam War as a special Comms Operator in United States Marine Corps, handling classified information. At the Department of Defense Station at Fort George G. Meade Army Base,

and overseas in England, Germany, Japan, and Turkey, I oversaw Logistics and Support Services as a Procurement Officer. In a volunteer capacity, I have over 40 years of service with the American Scouting Program as an adult leader and Commissioner while serving in the United States as well as at my overseas assignments. I also have eight years volunteering in a local Senior Citizens Center.

I will encourage National members in Maryland to share their legislative concerns and issues with me by email or postal mail. This could be an item added on any mailings to our National Members prior to our Federation Board Meetings and then their legislative issues brought up for discussion at the Board meetings.

I look forward to being a participating team member on the Maryland Executive Committee to help move the Federation forward for its betterment and the benefit of all Chapter members and National members in Maryland.

Please exercise your right and duty to vote. I ask you to place your trust in me for the office of 1st Vice President of the Maryland Federation of NARFE.

\*\*\*\*\*

## **COME TO OCEAN CITY FOR THE MARYLAND FEDERATION OF NARFE 46<sup>TH</sup> BIENNIAL CONFERENCE**

Stay at the Conference Hotel, the Aloft, bayfront on 45<sup>th</sup> Street, and enjoy the Conference events, the hotel's amenities, and ocean area sights, shops and restaurants.

Highlights of the 46<sup>th</sup> Biennial Conference include: six speakers, two workshops, Installation Banquet with Entertainment by a DJ. Complete menus were provided in the Official Call Letter to the Conference.

Confirmed speakers include NARFE leaders, a Maryland Delegate, a representative of the Governor, a representative of the uniformed services community, and a representative of the Baltimore Mayor's Office.

- William Shackelford, NARFE National President
- John Hatton, NARFE Staff Vice President, Policy and Programs
- The Honorable Vanessa Atterbeary, D-District 13, Chair, House Ways and Means Committee
- Bradley Fallon, Deputy Legislative Officer, Governor's Office
- Jayson Spiegel, Lt Col USA (Ret.), President, Maryland Military Coalition
- Thomas Stack, Detective (Ret.), Anti-Human Trafficking and SART Manager, Mayor's Office, City of Baltimore

Two Workshops are scheduled:

- Monday Workshop - Elder Care, Gina Shaffer, Shaffer Law Office
- Tuesday Workshop - Leading at Scale and Scope (Organizational Leadership), Gary Roundtree Sr., Ph.D.

See you there!

**NARFE Is Your Information Resource**  
**NARFE is Your Legislative Voice**  
**NARFE Is Your Association**

***Your NARFE/MD Mission is to: Share the NARFE Mission and the benefits you enjoy as a NARFE member with non-members who are federal employees and retirees. Do your part in recruiting new members, retaining existing members and bringing back former members. Do your part for your NARFE organization.***

**NARFE's Mission Statement**

- To support legislation and regulations beneficial to federal civilian employees and annuitants and potential annuitants under any federal civilian retirement system and to oppose those detrimental to their interests.
- To promote the general welfare of federal civilian employees and annuitants and potential annuitants, to advise and assist them with respect to their rights under retirement, health and other employee and retiree benefits laws and regulations, and to represent their interests before appropriate authorities.
- To cooperate with other organizations and associations in furtherance of these general objectives

\*\*\*\*\*

## AROUND THE FEDERATION

### CHAPTER 969 St. Mary's County



**NARFE Chapter 969 Past President and Maryland Federation Interim 2<sup>ND</sup> Vice President Boyd Loflin (L) accepts a check for \$2000.00 for the NARFE Alzheimer's Research from NARFE Chapter 969 President Joseph Moffatt.**

**Editor's Note:** This may remind you of the Holidays and winter, but I didn't get this photo until after the Winter Newsletter was already at the printer. We can enjoy this photo now without the winter weather. Congratulations to Chapter 969 for raising this impressive amount of money for Alzheimer's Research. paf

## CHAPTER 1734 Howard County



**Teresa Baker (L), new President of Chapter 1734, installed by Dr. Sudha Haley, Maryland Federation President.**

*Photo by Federation Photographer Melinda Scott*



**Maryland Lt. Governor Aruna Miller congratulates Teresa Baker, while NARFE National President William Shackelford looks on.**

\*\*\*\*\*

## CHAPTER 306 Hagerstown



**Hagerstown Chapter 306 held their annual Christmas Party on December 9, 2022. They enjoyed good food, good friends and presents from the Christmas elf. Members also donated breakfast items for REACH of Washington County for the cold weather shelter.**

*Photograph taken by John Hess.*

## CHAPTER 306 Hagerstown



**Hagerstown Chapter 306 held their membership meeting on February 10, 2023.  
Guest speaker was Bill Maharay from the Washington County Historical Society.**

*Photograph taken by John Hess.*

\*\*\*\*\*

## MARYLAND FEDERATION BOARD MEETING ~ FEBRUARY 7, 2023 ~ COMFORT INN, BOWIE, MD

*Photographs by Maryland Federation Photographer Melinda Scott*



**L-R: Parliamentarian Sam Raines; Secretary Pat Farmer; President Dr. Sudha Haley;  
Maryland Lt. Governor Aruna Miller; NARFE National President William Shackelford;  
First Vice President Edward Holland; and Treasurer Stuart Sklamm**





**President Dr. Sudha Haley presents a Maryland Federation of NARFE Challenge Coin to Maryland Secretary of Veterans Affairs Anthony Woods**



**Pictured at the February 7 Board Meeting are NARFE Maryland members who are Veterans. L-R: Howard Gordon, James Wade, Eddie Stillwell, Tiffany Daniel, Ed Reed, Ron Shansby, Bill Waller, Kathy Schwab, Maryland Secretary of Veterans Affairs Anthony Woods, President Dr. Sudha Haley, Sam Raines, Jim Wood, Stuart Sklamm, James Duls, Edward Holland and Larry Walton.**

## ***The Big Alzheimer's Event***

By Sarah Richards, Chapter 1892 President

New research on Alzheimer's Disease spurred Chapter 1892, Aspen Hill, to organize The Big Alzheimer's Event to share that information, not only with its members, but with the community at large. The Chapter partnered with the Alzheimer's Association and the Holiday Park Senior Center to host five presentations, information tables with handouts and the sale of the USPS Alzheimer's stamps with part of the profits going to Alzheimer's research.

The Chapter also collected for Alzheimer's research donations and provided excellent refreshments to more than 100 onsite attendees. Additionally, the meeting had 28 online attendees and was recorded so that the presentations, as well as presentation slides, will be available on the Chapter's website: <https://sites.google.com/view/narfe-chapter-1892/home> under the Photographs and Video tab. Presentations included information about healthy living and Alzheimer's risks, new drugs research, Alzheimer's Association's services, enhancing communication with people with dementia, a research study about planned companionship activities and virtual, guided companionship activities for people living at home with dementia, and how exercise affected patients with mild Alzheimer's. In addition to presentations, tables in the event room were staffed by the Alzheimer's Association and Jewish Social Services Agency representatives and Kathy Siggins (person most responsible for the development of the USPS Alzheimer's stamps). They answered attendees' questions and provided handouts.

All the presentations were full of hope and, of note, was the EXERT research, a National Institute on Aging/National Institutes of Health funded study. It investigated the effects of aerobic exercise versus stretching and balance exercise on sedentary adults aged 65-89 with mild cognitive impairment. Fourteen universities across the Nation participated in the Study involving almost 300 people over 18 months. For the first 12 months, the participants who were divided into two groups (aerobic or stretching and balance) exercised 45 minutes, four days a week; two of the days the participants were monitored by trainers and the other two days they exercised without trainers but kept logs. Researchers tested the participants cognitive ability throughout the study and at the end of 12 months, *they found that the participants, whether they were in the aerobic group or the stretching and balance group, had no cognitive decline at all!* A third comparison group that did not exercise did have significant cognitive decline. NIH said that the results were unexpected, but findings suggest that regular physical activity, even modest or low exertion activity such as stretching may have beneficial effect in mild cognitive impaired patients. The Study will need to be duplicated, but Chapter 1892 encourages everyone to exercise now for 45 minutes, at least four days a week, to protect your brain and improve your health.

*Photographs by Ron Shansby and Bill Waller of the Wheaton/Glenmont Chapter 1887.*





## FEDERATION DIRECTORY (abbreviated)

### Executive Committee

|                                         |                        |              |                            |
|-----------------------------------------|------------------------|--------------|----------------------------|
| President                               | Dr. Sudha Haley        | 410-535-4998 | sudhabhagwat2002@yahoo.com |
| 1 <sup>st</sup> VP / Legislation        | Edward Holland         | 301-848-3476 | hollandnmd@aol.com         |
| Interim 2 <sup>nd</sup> VP / Membership | Boyd Loflin            |              |                            |
| Secretary                               | Patricia Farmer        | 240-762-3895 | buttonspaf@aol.com         |
| Assistant Secretary                     | Virginia Bender        | 443-210-2920 | vbender21804@gmail.com     |
| Treasurer                               | Stuart Sklamm          | 301-384-0784 | srsklamm@msn.com           |
| Immediate Past President                | Dr. Gary Roundtree Sr. | 443-929-7045 | groundtreesr@hotmail.com   |
| Past President                          | Dan McGrath            | 757-436-1095 | mcgrathsop@aol.com         |
| Past President                          | Ted Jensen             | 301-667-3165 | grandpated1@gmail.com      |
| Past President                          | Ron Bowers             | 410-308-0420 | narfebowers@msn.com        |

### Contacts

|                                     |                 |              |                        |
|-------------------------------------|-----------------|--------------|------------------------|
| Alzheimer's Coordinator             | Virginia Bender | 443-210-2920 | vbender21804@gmail.com |
| Chapter Development                 | Vacant          |              |                        |
| FEEA Coordinator                    | Eleanor Kaul    | 410-896-4354 | eekaul@comcast.net     |
| Federal Legislative Committee Chair | Edward Holland  | 301-848-3476 | hollandnmd@aol.com     |
| NARFE-PAC Coordinator               | Edward Holland  | 301-848-3476 | hollandnmd@aol.com     |
| Budget Officer                      | Edward Holland  | 301-848-3476 | hollandnmd@aol.com     |
| MDNARFE-PACTreasurer                | Bob Doyle       | 410-798-0079 | bdoyle47@verizon.net   |
| Program Director / PR Director      | Edward Holland  | 301-848-3476 | hollandnmd@aol.com     |
| Equity Committee Chair              | Edward Holland  | 301-848-3476 | hollandnmd@aol.com     |
| Resolutions Committee Chair         | Larry Lange     | 301-644-1875 | Llange3751@aol.com     |

|                                   |               |              |                      |
|-----------------------------------|---------------|--------------|----------------------|
| State Legislation Committee Chair | Paul Schwartz | 240-838-2200 | pksyanks@aol.com     |
| Webmaster                         | Morse Solomon |              | narfemdfed@gmail.com |
| Social Media (Facebook/LinkedIn)  | Howard Gordon | 301-464-2745 | flash@acm.org        |

|                                                                |              |                   |
|----------------------------------------------------------------|--------------|-------------------|
| Region II Vice President (DC/DE/MD/NJ/PA) Larry Walton         | 443-831-1791 | lrwalto@yahoo.com |
| Region II Configuration Advisory Board Appointee Howard Gordon | 301-464-2745 | flash @acm.org    |

### Chapters and Presidents

|                                      |                     |                            |                          |
|--------------------------------------|---------------------|----------------------------|--------------------------|
| 126 Western Charles/Indian Head      | Ed Rice             | 1522 Susquehanna           | Barry Decker, Interim    |
| 126 Co-Presidents                    | Ron Bush            | 1734 Howard County         | Teresa Baker             |
| 251 Annapolis                        | Carla Duls          |                            |                          |
| 258 Western Montgomery County        | Lois Ann Beaver     | 1747 Greater Bowie/Crofton | Frank Lee                |
| 306 Hagerstown                       | Patricia Nix        | 1770 Bel Air               | James Wood               |
| 409 Frederick                        | Elinor Abrell       | 1887 Wheaton/Glenmont      | Ron Shansby              |
| 410 West-Mar                         | Daniel Moore        | 1888 White Oak             | Marcia Swanson           |
| 422 Laurel                           | Samuel Raines       | 1892 Aspen Hill            | Sarah Richards           |
| 969 St. Mary's County                | Joe Moffatt         | 1936 N.W. Baltimore Metro  | Barbara Cuffie           |
|                                      |                     | 1936 Co-Presidents         | Bessie Johnson           |
| 1143 Leisure World                   |                     | 1972 Waldorf/La Plata      | Edward Holland           |
| 1260 Southern Prince George's County | Brenda Hill-Johnson | 2262 Upper Marlboro        | P.A. Jeffries            |
| 1260 Co-Presidents                   | Tiffany Daniel      | 2274 Ocean Area            | Virginia Bender, Interim |
| 1466 Calvert County                  | Barry Grier         | 2306 Carroll County        | Charles Harrison         |

**\*NOTE:** See Federation Directory for complete information on all officers, committee chairs and chapter presidents.

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**National Active and Retired Federal Employees Association**

**Maryland Federation – Chartered April 5, 1956**

**Maryland Federation Newsletter**

Protect Your Retirement

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with links for Easy Browsing!

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## **2023 CALENDAR**

|                            |                                                                        |
|----------------------------|------------------------------------------------------------------------|
| <b>March 24</b>            | <b>Link for Candidate Statements emailed by NES</b>                    |
| <b>March 25</b>            | <b>Election Ballot emailed by NES</b>                                  |
| <b>March 26 - April 15</b> | <b>Voting time period</b>                                              |
| <b>April 10</b>            | <b>Registration and Banquet Form due to Registration Committee</b>     |
| <b>April 30</b>            | <b>NARFE/MD Executive Committee Meeting, Aloft, Ocean City, Md.</b>    |
| <b>May 1 - 2</b>           | <b>Maryland Federation Biennial Conference, Aloft, Ocean City, Md.</b> |
| <b>May 14</b>              | <b>Register for LEGcon23 to get early bird rate.</b>                   |
| <b>June 20-22</b>          | <b>LEGcon23 Virtual</b>                                                |